

## Giant Eagle Bonus 2014 Pharmacy

### I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability, prescription volume and customer service.

### II. Pharmacy Team Leader Calculation

<b>Bonus Percentages</b>															
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**Notes:**

<sup>1</sup> The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.



### III. Pharmacist Calculation

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### IV. Floater Pharmacist – Calculation

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

### V. Eligibility

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be hired or licensed before April 1 of the fiscal year in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.

- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.

**VI.** If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.

**VII.** Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.